

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-121227	01/23/2014
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name		b. Union Representative to Contact	
INTERNATIONAL UNION, SECURITY, POLICE & FIRE PROFESSIONALS OF AMERICA (SPFPA)		DAVID L. HICKEY	
c. Address		d. Tel. No. (586)772-7250	e. Cell No. (586)709-9563
25510 Kelly Road Roseville, MI 48066-4932		f. Fax No. (586)772-9644	g. e-Mail spfpapres@aol.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since in about November 2013, the above-named labor organization has restrained and coerced employees by applying and enforcing a collective-bargaining agreement that was not voted on by employees in the bargaining unit.			
3. Name of Employer		4a. Tel. No. 800-968-9114 x 200	4b. Cell No.
DECO, INC.		4c. Fax No. (763)576-9592	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code)		6. Employer representative to contact	
11140 Zealand Ave N, Champlin, MN 55316-3594		ANDY PIERUCKI	
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product or service	9. Number of Workers employed	
Government Contractor	Security Services	25	
10. Full name of party filing charge	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	11c. Fax No.	11d. e-Mail	
11. Address of party filing charge (street, city, state, and ZIP code)			
(b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) an Individual		Cell No. (b) (6), (b) (7)(C)	
(Signature of representative of person making charge)		Print/type name and title or office, if any)	
Address: (b) (6), (b) (7)(C)		Date: 1-16-2014	
		Fax No.	
		e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

April 2, 2014

Gordon A. Gregory, Esq.
Gregory, Moore, Jeakle & Brooks P.C.
The Cadillac Tower
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police & Fire
Professionals of America (SPFPA) (DECO,
Inc.)
Case 05-CB-121227

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Steven L. Shuster

Steven L. Shuster
Acting Regional Director

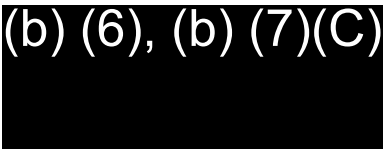
cc: See Page Two

International Union, Security, Police & Fire - 2 -
Professionals of America (SPFPA) (DECO,
Inc.)
Case 05-CB-121227

April 2, 2014

cc: Mr. David Hickey
International Union, Security, Police &
Fire Professionals of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066

(b) (6), (b) (7)(C)

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Mr. Andy Pierucki
DECO, Inc.
11140 Zealand Avenue North
Champlin, MN 55316-3594

Mark R. Gleeman, Esq.
Winthrop & Weinstine, PA
225 S. Sixth Street, Suite 3500
Minneapolis, MN 55402-4629

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-121591	01/29/14
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, Fire Professionals of America (SPFPA), and its Local 287		b. Union Representative to Contact Joe McCray	
c. Address 25510 Kelly Road Roseville, MI 48066		d. Tel. No. 586-772-7250	e. Cell No.
		f. Fax No. 586-772-9644	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about the last six months, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination by Coastal International Security at the Reagan Building in Washington, D.C. for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer Coastal International Security		4a. Tel. No. 505-692-6738	4b. Cell No.
		4c. Fax No. 505-747-8438	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 7 Infinity Loop, Espanola, NM 87532		6. Employer representative to contact Maureen Dolan	
7. Type of Establishment (factory, mine, wholesaler) Contractor	8. Principal product or service Security services	9. Number of Workers employed 500	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		An Individual	Tel. No. (b) (6), (b) (7)(C)
(signature or representative or person making charge) (b) (6), (b) (7)(C)		Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date: 01-29-14	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

April 11, 2014

Eric W. Berg, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
The Cadillac Tower
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Re: International Union, Security, Police, Fire
Professionals of America (SPFPA), and its Local 287
(Coastal International Security)
Case 05-CB-121591

Dear Mr. Berg:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,


/s/ Steven L. Shuster

Steven L. Shuster
Acting Regional Director

cc: Mr. Joe McCray
International Union, Security, Police and
Fire Professionals of America, Local 710
25510 Kelly Rd.
Roseville, MI 48066-4932

Ms. Maureen Dolan
Coastal International Security, Inc.
7 Infinity Loop
Espanola, NM 87532

(b) (6), (b) (7)(C)

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INTERNET
FORM NLRB-508
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 05-CB-122975	Date Filed 02/18/2014

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name UFCW Local 1994 MCGEO		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 600 S. FREDERICK AVENUE, SUITE 200 GAITHERSBURG, MARYLAND 20877		d. Tel. No. 301-977-2447	e. Cell No.
		f. Fax No. 301-977-6752	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The Union ("MCGEO") has Refused to Process a Grievance in Retaliation for Criticizing Union Officers. The Union Failed to take any action to combat the Unfair Labor Practices which I endured as a Public Safety Communications Specialist, of the Montgomery County, Maryland Department of Police 911 Center ("The Employer"). The Charging Party made multiple complaints of workplace harassment and discrimination incidents by the Employer to MCGEO while an employee. The Union refused to take any action on the discrimination and workplace harassment, despite provisions within the contract which allowed for the Union to submit a complaint to the Office of Human Resources (b) (6), (b) (7)(C) for any abusive conduct by the Employer. Among the abusive conduct subjected upon the Charging Party by the Employer included a Fitness for Duty Exam, whereby The Charging Party was forced to undergo a medical examination and psychological evaluation for merely making a complaint of the workplace harassment, and later resigned under Duress in (b) (6), (b) (7)(C) 2008. On (b) (6), (b) (7)(C) 2014, via a Public Information Act request of internal memos, E-Mails received provided evidence of advance knowledge of the harassment by the Employer Management, where the harassment endured was acknowledged, then Ignored. Despite handing these documents over to MCGEO, they have refused to take any action in processing a grievance.			
3. Name of Employer MONTGOMERY COUNTY MARYLAND DEPARTMENT OF POLICE 9-1-1 EMERGENCY COMMUNICATIONS CENTER		4a. Tel. No. 301-279-8000	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 2350 RESEARCH BOULEVARD, ROCKVILLE, MARYLAND 20850		8. Employer representative to contact CHIEF J. THOMAS MANGER	
7. Type of establishment (factory, mine, wholesaler, etc.) POLICE DEPARTMENT	6. Identify principal product or service LAW ENFORCEMENT	9. Number of workers employed 1500	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
I declare (b) (6), (b) (7)(C) that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) making charge (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address (date) 2/16/2014		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

March 31, 2014

(b) (6), (b) (7)(C)

Re: UFCW Local 1994 MCGEO
(Montgomery County Maryland
Department of Police
Case 05-CB-122975

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that UFCW Local 1994 MCGEO has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that UFCW Local 1994, MCGEO, herein referred to as the Union, has violated Section 8(b)(1)(A) of the Act by refusing to process a grievance in retaliation for you criticizing union officers.

Section 2(2) of the Act sets forth the definition of an employer as follows:

The term 'employer' includes any person acting as an agent of an employer, directly or indirectly, but shall not include the United States or any wholly owned Government corporation, or any Federal Reserve Bank, or any State or Political subdivision thereof, or any person subject to the Railway Labor Act [45 U.S.C. § 151 et seq.], as amended from time to time, or any labor organization (other than when acting as an employer), or anyone acting in the capacity of officer or agent of such labor organization. (emphasis added)

The investigation revealed that the Union is the collective-bargaining representative of the employees of Montgomery County, Maryland. Montgomery County, Maryland, is an employer excluded from the National Labor Relations Board's jurisdiction under Section 2(2) cited above. The Union, as the bargaining representative of employees of an excluded entity, is likewise excluded from the Board's jurisdiction; therefore, it could not have violated the Act as you allege. Accordingly, further proceedings in this matter are not warranted, and I am refusing to issue complaint herein

March 31, 2014

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **April 14, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than April 11, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before April 14, 2014**. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after April 14, 2014, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required

March 31, 2014

by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Steven L. Shuster

Steven L. Shuster
Acting Regional Director

Enclosure: Appeal form

cc: (b) (6), (b) (7)(C)
UFCW Local 1994 MCGEO
600 S. Frederick Avenue, Suite 200
Gaithersburg, MD 20877

Mr. J. Thomas Manger, Chief
Montgomery County, Maryland
Department of Police
911 Emergency Communications Center
2350 Research Boulevard
Rockville, MD 20850

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-123142	02/25/2014
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, Fire Professionals of America (SPFPA), and its Local 287		b. Union Representative to Contact Joseph McCray, Local President	
c. Address 25510 Kelly Road Roseville, MI 48066		d. Tel. No. (586) 772-7250	e. Cell No. (916) 501-3174
		f. Fax No. (586) 772-9644	g. e-Mail Jmccray@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about (b) (6), (b) (7)(C) 2013, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6) suspension and termination, for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer Coastal International Security, Inc. 7 Infinity Loop Española, NM 87532		4a. Tel. No. (505)692-6738	4b. Cell No.
		4c. Fax No. (505)747-8438	4d. e-Mail SeanEngelin@agc-services.com
5. Location of Plant involved (street, city, state, and ZIP code)		6. Employer representative to contact Sean Engelin, Director of Labor Relations	
7. Type of Establishment (factory, mine, wholesaler) Contract security services (U.S. State Department offices in the Harry S. Truman Building in Washington, DC)	8. Principal product or service Security services	9. Number of Workers employed Over 50	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code)			
12. DECLARATION			
I declare that I have read the statements therein and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)	Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		Date: 2/25/2014	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

March 27, 2014

Eric W. Berg, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
The Cadillac Tower
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Re: International Union, Security, Police, and
Fire Professionals of America (SPFPA), and its Local 287
(Coastal International Security, Inc.)
Case 05-CB-123142

Dear Mr. Berg:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Steven L. Shuster

Steven L. Shuster
Acting Regional Director

cc: Mr. Joseph McCray
Local President
International Union, Security, Police, Fire
Professionals of America (SPFPA), and
its Local 287
25510 Kelly Rd.
Roseville, MI 48066

Mr. Sean Egelin
Director of Labor Relations
Coastal International Security, Inc.
7 Infinity Loop
Espanola, NM 87532-6737

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 05-CB-125423	Date Filed 3/28/2014

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union Security, Police Fire Professionals of America (SPFPA) and it's Local - 451		b. Union Representative to contact Rick O'Quinn, V.P. Region - 2	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville, Michigan 48066		d. Tel. No. 586 772-7250	e. Cell No. 361-543-3310
		f. Fax No. 586 772-9644	g. e-Mail RICK O'QUINN@SPFPA.ORG
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (b)(6), (b)(7)(C) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<ul style="list-style-type: none"> On or about (b)(6), (b)(7)(C) 2013 and ongoing the Union by its Officers and Representatives breached the Duty of Fair Representation causing the Employer to imposed forced overtime and disciplinary action on grievant for protective concerted activities. The Union by its Officers and Representatives has restrained grievant from working a regular eight hour work day per the collective bargaining agreement and has denied grievant the right to have the grievance process due to the lack of membership in the union. The Union by its Officers and Representatives has refused and continue to refuse; verbal and written requests for relevant information regarding unjust disciplinary action imposed on grievant by the employer. 			
3. Name of Employer NEWPORT NEWS SHIPBUILDING (HIL) HUNTINGTON INGALLS INDUSTRIES		4a. Tel. No. 757-688-2587	b. Cell No. 848 - 3772
		c. Fax No. 380-3874	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 4401 WASHINGTON AVENUE NEWPORT NEWS, VA 23607		6. Employer representative to contact CHRIS HOYER	
7. Type of establishment (factory, mine, wholesaler, etc.) SHIPBUILDING	8. Identify principal product or service NAVAL SHIPS	9. Number of workers employed 15,000	
10. Full name of party filing charge (b)(6), (b)(7)(C)		11a. Tel. No.	b. Cell No. (b)(6), (b)(7)(C)
		c. Fax No.	d. e-Mail (b)(6), (b)(7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b)(6), (b)(7)(C)			
12. DECLARATION (b)(6), (b)(7)(C) that the statements the (b)(6), (b)(7)(C) and belief. (Signature of representative of person making charge) (date) 3/24/14 (b)(6), (b)(7)(C)		Tel. No. (b)(6), (b)(7)(C)	
		e-Mail (b)(6), (b)(7)(C)	
Address (b)(6), (b)(7)(C)		(date) 3/24/14 (b)(6), (b)(7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

May 30, 2014

(b) (6), (b) (7)(C)

Re: International Union Security, Police, Fire
Professionals of America (SPFPA) and its
Local 451 (Newport News Shipbuilding
(HII) Huntington Ingalls Industries)
Case 05-CB-125423

Dear Ms. Wilkerson:

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA) and Its Local 451 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have concluded that further proceedings are not warranted and I am dismissing the charge for the following reasons.

The charge alleges the International Union Security, Police Fire Professionals of America (SPFPA) and it's Local 451 ("Union") violated Section 8(b)(1)(A) of the Act by: (1) breaching its duty of fair representation since on or about (b) (6), (b) (7)(C) 2013, and causing the Employer to impose forced overtime and disciplinary action on you because of your protected concerted activity; (2) restraining you from working a regular 8-hour workday and not processing your grievances because of your non-Union membership status; and (3) refusing verbal and written requests for information about the Employer's disciplinary actions.

It is well established that a union owes employees a duty of fair representation with regard to disputes arising with an employer. A union is afforded a wide range of reasonableness in carrying out this duty. Thus, absent a showing that its decision was based on arbitrary, irrelevant or discriminatory considerations, the mere failure of a union to process a grievance through all steps or to arbitration is not unlawful. See Vaca v. Sipes, 386 U.S. 171 (1967); Ford Motor Co. v. Huffman, 345 U.S. 330 (1953). Negligence alone is insufficient to constitute arbitrary conduct and no violation will be found. Teamsters Local 692 (Great Western Unifreight), 209 NLRB 446 (1974).

With respect to the first allegation, there was no evidence that the Union caused the Employer to impose forced overtime or disciplinary actions on you. The Union disputed the Employer's change from eight to twelve hour work days, which affected all employees in the bargaining unit, and filed a grievance and unfair labor practice charge about the change. The first allegation also concerns the Union's failure to file a grievance about an oral warning you

received on or about (b) (6), (b) (7)(C) 2013. There was no evidence the Union failed to file the grievance because of arbitrary, irrelevant or discriminatory considerations. Rather, at that time, the bargaining unit employees, including the union stewards, had been put on twelve-hour work schedule and there was confusion among the union stewards about who would file your grievance. No grievance was filed about the oral warning, but the Union did file and process grievances on your behalf about a subsequent written warning and final written warning you received.

With respect to the second allegation, there was no evidence the Union based its decisions about the processing and withdrawal of your grievances on arbitrary, irrelevant or discriminatory considerations. The Union filed two grievances on your behalf and withdrew the grievances based on its analysis of the strength of the merits.

Finally, with respect to the third allegation, the evidence showed the Union did forward your information requests to the Employer and gave you copies of the Employer's response.

Accordingly, further proceedings are not warranted and I am refusing to issue complaint on this charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **June 13, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than June 12, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

May 30, 2014

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before June 13, 2014**. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after June 13, 2014, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

Enclosure

cc: Mr. Rick O'Quinn, V.P. Region 2
International Union, Security, Police and
Fire Professionals of America (SPFPA)
and its Local 451
25510 Kelly Road
Roseville, MI 48066-4932

Mr. Chris Hoyer
Newport News Shipbuilding (HII)
Huntington Ingalls Industries
4101 Washington Avenue
Newport News, VA 23607-2734

Michael J. Akins, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
The Cadillac Tower
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

INTERNET
FORM NLRB-508
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case

05-CB-126176

Date Filed

04/08/14

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name

INTERNATIONAL UNION, SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA SPFPA

b. Union Representative to contact

JOSEPH MCCRAY/DISTRICT 4
DIRECTOR

c. Address (Street, city, state, and ZIP code)

25510 KELLY RD, ROSEVILLE, MI 48066

d. Tel. No.

800 228 7492

e. Cell No.

202 276 2475

f. Fax No.

732 388 5620

g. e-Mail

jmccray@spfpa.org

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1), (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

A breach of the Unions duty to fairly represent its membership in the enforcement of the Collective Bargaining agreement concerning Post assignment biddings by seniority caused by open vacancies due to transfer of personnel.

Three buildings were excluded from the Post bidding list because the client requested for the current personnel to remain.

UNION CAUSED EMPLOYER TO GRANT POSITIONS TO EMPLOYEES FOR DISCRIMINATORY AND ARBITRARY REASONS

3. Name of Employer

G4S Government Solutions

4a. Tel. No.

240 493 3910

b. Cell No.

c. Fax No.

d. e-Mail

kris.kluzinski@g4sgs.com

5. Location of plant involved (street, city, state and ZIP code)

State of MD Contract/FPS Frederick and Hagerstown, MD Government Bldgs

6. Employer representative to contact

Kris Kluzinski

7. Type of establishment (factory, mine, wholesaler, etc.)

Government Bldgs

8. Identify principal product or service

Armed Security Patrol/Access

9. Number of workers employed

26

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11a. Tel. No.

(b) (6), (b) (7)(C)

b. Cell No.

(b) (6), (b) (7)(C)

c. Fax No.

(b) (6), (b) (7)(C)

d. e-Mail

(b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code)

(b) (6), (b) (7)(C)

12. DECLARATION

I declare (b) (6), (b) (7)(C) statements therein are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) charge (Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

(date)

4/8/14

Tel. No.

(b) (6), (b) (7)(C)

Cell No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to involve its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

June 27, 2014

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America
(SPFPA)(G4S Government Solutions)
Case 05-CB-126176

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA) & its Local No. 245 has violated the National Labor Relations Act.

Decision to Dismiss: Based on our investigation, I have concluded that further proceedings are not warranted, and I am dismissing your charge for the following reasons:

Your charge alleges your Employer, G4S Government Solutions, Inc. (Employer), violated its collective-bargaining agreement with International Union Security, Police, and Fire Professionals of America (SPFPA)(charged party) and the charged party would not process your grievance over this alleged violation. More specifically, your charge alleges the charged party failed in its duty to represent you by not pursuing grievances over those positions not bid and that, by its failure to enforce the parties' collective-bargaining agreement, the charged party caused the Employer to grant positions to employees based on arbitrary and discriminatory reasons.

A Union has a duty of fair representation and cannot exercise that duty in an arbitrary or capricious manner. *Vaca v. Sipes*, 386 U.S. 171 (1967) The investigation revealed that the charged party inquired with the Employer as to its reasons for not bidding certain positions - among them positions at the Veterans' Administration (VA) facility in Frederick, the Social Security Administration (SSA) facility in Frederick, and the SSA facility in Hagerstown- and, consistent with its discretion under the Act, accepted the Employer's explanations for all but one facility: the SSA facility in Hagerstown. With regard to the VA Frederick and SSA Frederick facilities, I find the charged party did not violate the Act.

With regard to charged party's failure and refusal to process your grievance over the non-bidding of the SSA Hagerstown facility, that allegation is outstanding and being processed further.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to

also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on July 11, 2014. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than July 10, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before** July 11, 2014. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after July 11, 2014, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at

a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

Enclosure

cc: Mr. Joseph McCray
International Union, Security, Police and
Fire Professionals of America (SPFPA)
25510 Kelly Rd.
Roseville, MI 48066-4932

Gordon A. Gregory, Esq.
Gregory, Moore, Jeakle, & Brooks, P.C.
International Union, SPFPA
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Mr. Kristian Kluzinski
Manager of Operations
G4S Government Solutions
6710 Oxon Hill Rd., Ste. 200
Oxon Hill, MD 20745-1124

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

**International Union, Security, Police and Fire Professionals of America Case 05-CB-126176
(SPFPA)(G4S Government Solutions)**

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

POSTING AND MAILING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them in prominent places around its United Union of Security Guards local facility, and in all other places where the Charged Party normally posts notices to bargaining unit employees of Alutiiq Diversified Services, LLC and G4S Government Solutions, Inc. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting. The Charged Party will also copy and mail, at its own expense, a copy of the attached Notice to all current and former bargaining unit employees of Alutiiq Diversified Services, LLC and G4S Government Solutions, Inc. who were employed at any time since March 14, 2014. Those Notices will be signed by a responsible official of the Charged Party and show the date of mailing. The Charged Party will provide the Regional Director written confirmation of the date of mailing and a list of names and addresses of employees to whom the Notices were mailed.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

NON-ADMISSION — The Regional Director, who found reasonable cause to believe a violation exists here, does not, by approving this Settlement Agreement, agree that no violation occurred. The Charging Party, by entering into this Settlement Agreement, likewise does not agree that no violation took place. The Charged Party, by entering into this Settlement Agreement, does not agree that a violation did occur.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), including all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes GAG
Initials

No _____
Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a Complaint that includes the allegations covered by the Notice to Employees, as identified above in the Scope of Agreement section, as well as filing and service of the charge(s), commerce facts necessary to establish Board jurisdiction, labor organization status, appropriate bargaining unit (if applicable), and any other allegations the General Counsel would ordinarily plead to establish the unfair labor practices. Thereafter, the General Counsel may file a Motion for Default Judgment with the Board on the allegations of the Complaint. The Charged Party understands and agrees that all of the allegations of the Complaint will be deemed admitted and that it will have waived its right to file an Answer to such Complaint. The only issue that the Charged Party may raise before the Board will be whether it defaulted on the terms of this Settlement Agreement. The General Counsel may seek, and the Board may impose, a full remedy for each unfair labor practice identified in the Notice to Employees. The Board may then, without necessity of trial or any other proceeding, find all allegations of the Complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an Order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board Order ex parte, after service or attempted service upon Charged Party at the last address provided to the General Counsel.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) & ITS LOCAL NO. 245		Charging Party (b) (6), (b) (7)(C)	
By: Name and Title /s/ Gordon A. Gregory SPFPA General Counsel	Date 7/18/14	By: Name and Title	Date
Recommended By: /s/ Jose A. Masini Field Attorney	Date 8/7/14	Approved By: /s/ John D. Doyle, Jr. Acting Regional Director, Region 5	Date 8/12/14

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT fail and refuse to process a unit member's grievance while pursuing an identical grievance for a steward.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

**INTERNATIONAL UNION, SECURITY, POLICE
AND FIRE PROFESSIONALS OF AMERICA
(SPFPA) & ITS LOCAL NO. 245**

(Employer)

Dated: _____ **By:** _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-866-667-NLRB (1-866-667-6572). Hearing impaired persons may contact the Agency's TTY service at 1-866-315-NLRB. You may also obtain information from the Board's website: www.nlr.gov.

BANK OF AMERICA CENTER, TOWER
II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Telephone: (410)962-2822
Hours of Operation: 8:15 a.m. to 4:45 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

February 19, 2015

Gordon A. Gregory, Esq.
Gregory, Moore, Jeakle, & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
& its Local No. 245
(G4S Government Solutions)
Case 05-CB-126176

Dear Mr. Gregory:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

cc: Mr. Joseph McCray
International Union, Security, Police
and Fire Professionals of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066

(b) (6), (b) (7)(C)

Ms. Kristian Kluzinski
Manager of Operations
G4S Government Solutions
6710 Oxon Hill Rd Ste 200
Oxon Hill, MD 20745

INTERNET
FORM NLRB-508
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
5-CB-127173
Date Filed
April 22, 2014

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police, Fire Professionals of America (SPFPA)		b. Union Representative to contact David L. Hickey International President	
c. Address (Street, city, state, and ZIP code) 71 East Cherry Street Rahway, New Jersey 07065		d. Tel. No. 732-388-3323	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <u>n 1 A</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about <u>(b) (6), (b) (7)(C)</u> 2014, the International Union, Security, Police, Fire Professionals of America, a labor organization, has violated Section 8(b)(1)(A) of the Act by insisting on the termination of employees in retaliation for those employees' filing of a deauthorization petition with the Fifth Region and for those employees' participation in the deauthorization election in Case No. 05-UD-122320.			

3. Name of Employer First Coast Security Solutions, Inc		4a. Tel. No. 904-598-1993	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) U.S. Department of Justice, 950 Pennsylvania Avenue, Northwest Washington, DC 20530-0001		6. Employer representative to contact Laura A. Pierson-Scheinberg Louis J. Cannon, Jr.	
7. Type of establishment (factory, mine, wholesaler, etc.) Office Building	8. Identify principal product or service Security Services	9. Number of workers employed 12	
10. Full name of party filing charge Laura A. Pierson-Scheinberg (labor counsel to First Coast Security Solutions)		11a. Tel. No. 410-415-2011	b. Cell No.
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) One Independent Drive, Suite 117 Jacksonville, FL 32202			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By <u>[Signature]</u> labor counsel, Jackson Lewis P.C. (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel No 410-415-2011 Cell No. Fax No 410-415-2001 e-Mail laura.piersonscheinberg@jacksonlewis.com	
Address 2800 Quarry Lake Drive, Suite 200, Baltimore, MD 21209 (date) 4/22/2014			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

June 25, 2014

Laura A. Pierson-Scheinberg, Esq.
Louis J. Cannon, Jr., Esq.
Jackson Lewis, P. C.
2800 Quarry Lake Dr., Suite 200
Baltimore, MD 21209-3763

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(First Coast Security Solutions, Inc.)
Case 05-CB-127173

Dear Ms. Pierson-Scheinberg and Mr. Cannon, Jr.:

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

The charge alleged that since (b) (6), (b) (7)(C) 2014, the Union has violated Section 8(b)(1)(A) of the Act by insisting upon the termination of employees in retaliation for filing of a deauthorization petition in Case 05-UD-122320, as well as their participation in the election for that same deauthorization petition. The investigation revealed that the Union sent employees dues-obligation letters on November 14, 2014 and again on December 18, 2014. The Union first requested that the Employer terminate employees on (b) (6), (b) (7)(C) 2014. The deauthorization petition was not filed until February 11, 2014, which was after the Union had sent its dues-obligation letters to employees, and also after the Union sent its first termination requests to the Employer. Therefore, there was no evidence that the Union retaliated against employees for their filing of Case 05-UD-122320, or for their participation in the election that was held pursuant to that petition. Accordingly, further proceedings are unwarranted, and I have decided to dismiss your charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **July 9, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than July 8, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before July 9, 2014**. The request may be filed electronically through the ***E-File Documents*** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after July 9, 2014, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

Enclosure

cc: First Coast Security Solutions, Inc.
1 Independent Dr., Suite 117
Jacksonville, FL 32202

Mr. David L. Hickey
International President
International Union, Security, Police and
Fire Professionals of America (SPFPA)
71 E. Cherry St.
Rahway, NJ 07065

Michael J. Akins, Esq.
Gregory, Moore, Jeakle & Brooks, P. C.
The Cadillac Building
65 Cadillac Sq., Ste. 3727
Detroit, MI 48226-2893

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		OS-CB-127926	04/30/14
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA)		b. Union Representative to Contact Joe McCray	
c. Address 25510 Kelly Rd. Roseville, MI 48066-4932		d. Tel. No. 586-772-7250	e. Cell No.
		f. Fax No. 586-772-9644	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since on or about (b) (6), (b) (7)(C) 2014, the International Union, Security, Police and Fire Professionals of America, a labor organization, has violated the Act by insisting on the termination of (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in retaliation for those employees' filing and participation in the election in a UD petition in Case 5-UD-122320.			
3. Name of Employer First Coast Security Solutions, Inc.		4a. Tel. No. 904-598-1993 4c. Fax No. 904-598-1998	4b. Cell No. 4d. e-Mail
5. Location of Plant Involved (street, city, state, and ZIP code) 810 7 th ST NW WASHINGTON DC		6. Employer representative to contact Anthony Romano	
7. Type of Establishment (factory, mine, wholesaler) Contractor	8. Principal product or service Security Services	9. Number of Workers employed 9	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I, (b) (6), (b) (7)(C) above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C), an individual (signature of representative or person making charge)		Print/Type name and title or office, if any	Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No.
Address: (b) (6), (b) (7)(C)		Date: 4-23-14	e-Mail: (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



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Fax: (410)962-2198

June 25, 2014

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(First Coast Security Solutions, Inc.)
Case 05-CB-127826

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police, and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleged that since (b) (6), (b) (7)(C) 2014, International Union, Security, Police and Fire Professionals of America (the Union) violated Section 8(b)(1)(A) of the Act by insisting upon the termination of you and four of your coworkers, in retaliation for your filing of a deauthorization petition in Case 05-UD-122320, as well as your participation in the election for that same deauthorization petition. The evidence revealed that the Union sent employees dues-obligation letters on November 14, 2014 and again on December 18, 2014. The Union requested that First Coast Security Solutions, Inc. (the Employer) terminate employees on (b) (6), (b) (7)(C) 2014. You did not file the deauthorization petition until February 11, 2014, which was after the Union had sent its dues-obligation letters and termination letters. Therefore, given the sequence of these events, it does not appear that the Union's actions were a response to the activity of yourself and your coworkers in connection with the deauthorization petition. Nor is there other evidence that establishes that the Union was attempting to retaliate against you and the other employees for the filing of Case 05-UD-122320, or for your participation in the election that was held pursuant to that petition. Accordingly, further proceedings are unwarranted, and I have decided to dismiss your charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **July 9, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than July 8, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before July 9, 2014**. The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after July 8, 2014, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

Enclosure

cc: Michael J. Akins, Esq.
Gregory, Moore, Jeakle & Brooks, P. C.
The Cadillac Building
65 Cadillac Sq., Ste. 3727
Detroit, MI 48226-2893

Mr. Joseph McCray
International Union, Security, Police and
Fire Professionals of America (SPFPA)
25510 Kelly Rd.
Roseville, MI 48066-4932

Laura A. Pierson-Scheinberg, Esq.
Louis J. Cannon, Jr., Esq.
Jackson Lewis, P. C.
2800 Quarry Lake Dr., Suite 200
Baltimore, MD 21209-3763

Mr. Anthony J. Romano
First Coast Security Solutions, Inc.
810 7th St., N. W.
Washington, D. C. 20001

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		5-CB-129711	5/30/14
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1 LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Security & Police Officers of America (USPOA)		b. Union Representative to Contact Assane Faye	
c. Address 1101 Pennsylvania Avenue, N.W., Suite 600 Washington, D.C. 20004		d. Tel No 732-644-0390	e. Cell No.
		f. Fax No 732-736-1237	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) 1(a) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about (b) (6), (b) (7)(C) 2014, the above-named labor organization has restrained and coerced employees by refusing to provide a copy of the collective-bargaining agreement to employee (b) (6), (b) (7)(C) for arbitrary or discriminatory reasons or in bad faith.</p>			
3 Name of Employer AIT (Applied Integrated Technologies)		4a. Tel No 301-614-9700	4b. Cell No 240-423-2826
		4c. Fax No 301-614-1340	4d. e-Mail
5 Location of Plant involved (street, city, state, and ZIP code) 5321 Riggs Road, Gaithersburg, MD 20882		6 Employer representative to contact Ms. Vicki Redman	
7 Type of Establishment (factory, mine, wholesaler) Contractor	8 Principal product or service Security Services	9 Number of Workers employed 120	
10 Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel No (b) (6), (b) (7)(C)	11b. Cell No (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail
11 Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
B	(b) (6), (b) (7)(C)	An individual	Tel No (b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C)	Print/type name and title or office, if any)	Cell No (b) (6), (b) (7)(C)
			Fax No
Address. (b) (6), (b) (7)(C)		Date May 30, 2014	e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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BALTIMORE, MD 21201

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Telephone: (410)962-2822
Fax: (410)962-2198

June 27, 2014

Mr. Assane B. Faye
Executive Director
National Union United Security &
Police Officers of America (USPOA)
1101 Pennsylvania Ave., N. W., Suite 600
Washington, D. C. 20004

Re: United Security & Police Officers of America (USPOA)
AIT (Applied Integrated Technologies)
Case 05-CB-129711

Dear Mr. Faye:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

cc:

(b) (6), (b) (7)(C)

Ms. Vicki Redman
AIT (Applied Integrated Technologies)
5321 Riggs Rd.
Gaithersburg, MD 20882